# Refine Search

Your wildcard search against 10000 terms has yielded the results below.

## Your result set for the last L# is incomplete.

The probable cause is use of unlimited truncation. Revise your search strategy to use limited truncation.

Search Results -

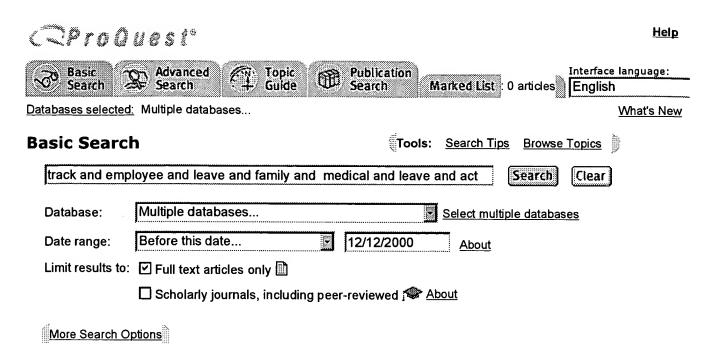
Terms	Documents	
L4 and compl\$6 same rul\$	4	

Database:	US Pre-Grant Publication Full-Text Database US Patents Full-Text Database US OCR Full-Text Database EPO Abstracts Database JPO Abstracts Database Derwent World Patents Index IBM Technical Disclosure Bulletins		
Search:		<u>s</u>	Refine Search
	Recall Text 👄 Clear		Interrupt

### Search History

DATE: Monday, August 16, 2004 Printable Copy Create Case

Set Name side by side	Query	Hit Count	Set Name result set
DB=B	PGPB,USPT,USOC,EPAB,JPAB,DWPI,TDBD; PLUR=YES; OP=ADJ		
<u>L7</u>	14 and compl\$6 same rul\$	4	<u>L7</u>
<u>L6</u>	L4 and(upload\$6 or download\$6)same leav\$3 same form\$	0.	<u>L6</u>
<u>L5</u>	L4 and (upload\$6 or download\$6) same request\$6 same leav\$3 same form\$	0	<u>L5</u>
<u>L4</u>	(family medical leave act or fmla)	23	<u>L4</u>
<u>L3</u>	(family medical leave act or fmla)same (server or client or network\$6 or database) same (employ\$6 or work\$6)	2	<u>L3</u>
<u>L2</u>	(family medical leave act or fmla)same (server or client or network\$6 or database) same (employ\$6 or worker\$6)	2	<u>L2</u>
<u>L1</u>	(process\$6 or track\$6 or determin\$6) same (family medical leave act or fmla) same (server or client or network\$6 or database) same (employ\$6 or worker\$6)	1	<u>L1</u>



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<u>Text-only interface</u>

From:ProQuest

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**End of Result Set** 

Generate Collection Print

L1: Entry 1 of 1 File: PGPB Feb 21, 2002

DOCUMENT-IDENTIFIER: US 20020022982 A1

TITLE: Method and system for remotely managing business and employee administration

functions

#### Summary of Invention Paragraph:

[0013] There are certain regulatory questions regarding the definition and responsibilities of the "employer" in a PEO relationship as well as certain detrimental side effects of the co-employment relationship. First, the PEO model requires that there be a shared employer status with the client. In addition, signing on with a PEO requires resetting an employee's wage base to zero for the purposes of calculating federal and state payroll, social security and Medicare taxes. PEOs also generally suffer from adverse selection in group medical care due to a lack of minimum participation requirements during client acquisition process. Moreover, should a company decide to withdraw from a PEO relationship, it may lose its independent workers' compensation modifier and its unemployment rating which could negatively impact that client's insurance and payroll tax costs. Furthermore, in a PEO relationship, small companies subject themselves to larger employer legislation, such as the Family Medical Leave Act of the U.S.A.

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# First Hit Fwd Refs Previous Doc Next Doc Go to Doc# Generate Collection Print

L4: Entry 13 of 23 File: USPT Jul 31, 2001

DOCUMENT-IDENTIFIER: US 6269355 B1

TITLE: Automated process guidance system and method using knowledge management

system

#### Detailed Description Text (19):

FIG. 5 is an example of a decision matrix 100 for another embodiment of the process guidance system of FIG. 2, this embodiment being for an employee leave process. The decision matrix is most useful for a process which involves one or more rules which must be resolved and alternatives selected in order to complete the process. For example, a matrix to help a manager determine when employee leave under the <a href="Family Medical Leave Act">Family Medical Leave Act</a> is justified will be described. The <a href="Family Medical Leave Act">Family Medical Leave Act</a> is a good example of a type of process that a matrix can help solve, since decisions are based on one or more rules which may interact with each other.

#### Detailed Description Text (20):

In this example, there may be Federal law, State law, company policy and a collective bargaining agreement (shown in rows 101 of the matrix) all of which may influence the decision about whether the employee is entitled to paid leave under the <u>Family Medical Leave Act</u>. A number of columns 102 of the matrix list factors which help to answer the question. The columns may contain the most restrictive factors at the left side of the matrix and the least restrictive factors at the right side of the matrix. The matrix is set up in this manner so that if the most restrictive factors eliminate the employee from consideration, the process will terminate without the necessity of considering the other factors. This renders the decision making process more efficient.

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